Attachment #4

R J Reynolds Tobacco Company

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January 16, 1997

To: Dave Wilmesher

Subject: 1997 Secession Plan

## NOW CANDIDATES

| Division | Employee | Current Position | Future Position |
|---|---|---|---|
| Syracuse | Keith Myers | Division Manager | Key Account Manager |
| Syracuse Chain | Rich Tanchyk | Account Manager | Key Account Manager |
| Syracuse | Bob Balmer | ASR | Account Manager |
| Buffalo | Sue Sirianni | Retail Rep | Retail Manager |

## DEVELOPMENT CANDIDATES

| Division | Employee | Current Position | Future Position |
|---|---|---|---|
| Syracuse | John Leonard | Retail Manager | Division Manager |
| Buffalo | Kurt Jurgensen | Retail Manager | Division Manager |
| Syracuse Chain | * Sharon Schwalm<br>* (Syracuse area only) | Account Manager | Key Account Manager |
| Albany | ** Susan Haskin | ASR | Retail Manager |
| Albany | ** Michael Tisinger<br>** (Albany area only) | ASR | Account Manager |

Sincerely,

*Bill Roth*

Bill Roth, RSM

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